



NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF SEPTEMBER 20, 2013

Commissioner Jeffries called the meeting to order in Omaha, Nebraska at 9:06 a.m. on September 20, 2013. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Royce Jeffries, Chairperson

Bette Trumble Rita Griess

Janet Palmtag

Kristin Yates, Vice Chairperson

Arnold Nesbitt

Eric Drumheller



Barbara Albers, Executive Director

Paula Gardner, Unit Director Shelley Foss, Investigator III Gretchen Eure, Unit Director Cat Souliere, Staff Assistant

II. <u>AFFIDAVIT OF PUBLICATION</u>

The Affidavit of Service from the Lincoln Journal Star was read to show that the public was made aware of the September 20, 2013 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Nesbitt moved to approve the August 16, 2013 Commission meeting minutes.

Commissioner Palmtag seconded the motion.

ROLL CALL:

Ayes:

Nesbitt, Trumble, Palmtag, Jeffries, Yates,

Drumheller, Griess

Nayes:

Abstained:

Motion Carried



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IV. ADDITIONS OR CORRECTIONS

Under Section VIII. <u>SUCCESSFUL AGREEMENTS</u>, please add NEB 2-12/13-10-43375 and NEB 1-13/14-7-44209.

Under Section IX. ADMINISTRATIVE ACTIONS, B. EEOC, please add NEB 2-12/13-8-42995.

Under Section IX. <u>ADMINISTRATIVE ACTIONS</u>, please add C. <u>FAILURE TO LOCATE</u>, NEB 2-12/13-6-2820-H and D. <u>LACK OF JURISDICTION</u>, NEB 2-13/14-8-2843-H.

Under Section X. CONCILIATION, please add NEB 1-12/13-11-43648.

Under Section XIV. <u>BUSINESS</u>, please add 5. Personnel Committee and 6. Hearing officer.

V. PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30 minute session. None at this meeting.

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases wherein a party to the case was present were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

VII. CASE DISPOSITIONS

NEB 2-12/13-4-43817 (Respondent was present.)

Commissioner Nesbitt moved for no reasonable cause.

Commissioner Palmtag seconded the motion.

ROLL CALL:

Ayes:

Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

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NEB 2-12/13-1-2786-H (Complainant was present.)

Commissioner Nesbitt moved for no reasonable cause.

Commissioner Palmtag seconded the motion.

ROLL CALL:

Ayes:

Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

Nayes: Abstained: Motion Carried

NEB 1-12/13-2-43905 (A statement from the Respondent was read.)

Commissioner Jeffries moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL:

Ayes:

Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

Nayes: Abstained: Motion Carried

NEB 1-12/13-2-43906

NEB 3-12/13-3-43696

NEB 1-12/13-6-2818-PA

NEB 2-12/13-4-2809-PA

NEB 1-12/13-1-43728

NEB 1-12/13-2-43752

NEB 1-12/13-5-2817-PA

NEB 2-12/13-9-43345

Commissioner Jeffries moved for no reasonable cause on the above cases.

Commissioner Trumble seconded the motion.

ROLL CALL:

Ayes:

Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

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VIII. <u>SUCCESSFUL AGREEMENTS</u>

NEB 1-13/14-7-2826-PA

NEB 1-12/13-12-43673

NEB 1-2-12/13-10-43375

NEB 1-13/14-7-44209

Commissioner Jeffries moved to adopt the agreements.

Commissioner Yates seconded the motion.

ROLL CALL:

Ayes:

Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

Nayes: Abstained: Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. WITHDRAWALS

NEB 2-13/14-7-44114

Commissioner Jeffries moved to administratively close the above cases based on withdrawal by Complainant.

Commissioner Yates seconded the motion.

ROLL CALL:

Ayes:

Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

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B. EEOC

NEB 2-12/13-2-43766 NEB 2-12/13-12-43411 NEB 1-12/13-2-43755 NEB 2-12/13-8-42995

Commissioner Jeffries moved to adopt the findings of the EEOC. Commissioner Trumble seconded the motion.

ROLL CALL:

Ayes:

Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

Nayes: Abstained: Motion Carried

C. FAILURE TO LOCATE

NEB 2-12/13-6-2820-H

Commissioner Jeffries moved to administratively close the above cases based on failure to locate.

Commissioner Nesbitt seconded the motion.

D. LACK OF JURISDICTION

NEB 2-12/13-8-2843-H

Commissioner Jeffries moved to administratively close the above cases based on lack of jurisdiction.

Commissioner Yates seconded the motion.

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X. CONCILIATION

NEB 3-12/13-9-43527

NEB 2-10/11-5-42284

NEB 2-11/12-10-42428

NEB 1-12/13-11-43648

Commissioner Jeffries moved to adopt the recommendations of the Director of Conciliations. Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

Nayes: Abstained: Motion Carried

XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

NEB 2-12/13-9-43332

Commissioner Jeffries moved to send this case to public hearing.

Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

Nayes: Abstained: Motion Carried

XII. PUBLIC HEARING

None at this time.

XIII. <u>CIVIL ACTION</u>

None at this time.

XIV. BUSINESS

1. EEOC Contract Modification

Director Albers informed the Commission that the agency was granted a significant upward modification to the EEOC contract.

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2. Update on EEOC Conference

Director Albers spoke to the Commission about her attendance at the EEOC conference. She indicated that, compared to other agencies, the NEOC is doing quite well.

3. Investigator Opening

Director Albers said that there is another investigator position opening as the current investigator is returning to her previous agency.

4. Previous Month's Budget Reports

Commissioner Nesbitt moved to approve and accept the previous month's budget reports. Commissioner Trumble seconded the motion.

ROLL CALL:

Ayes:

Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

Nayes: Abstained:

Motion Carried

5. Personnel Committee

Commissioner Nesbitt moved to reestablish the Personnel Committee and appoint Commissioner Yates, Commissioner Trumble and Commissioner Drumheller to the committee. Commissioner Palmtag seconded the motion.

ROLL CALL:

Ayes:

Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

Nayes: Abstained: Motion Carried

6. Hearing Officer

Director Albers told the Commission that one of the existing Hearing Officers is recommending Jessica Douglas to become a Hearing Officer. It was noted that the she is bilingual.

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XV. <u>ADJOURNMENT</u>

Commissioner Nesbitt moved to adjourn the September 20, 2013 Commission meeting at 10:16 a.m.

Commissioner Palmtag seconded the motion.

ROLL CALL:

Ayes:

Nesbitt, Trumble, Palmtag, Jeffries, Yates, Drumheller,

Griess

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Respectfully submitted,	
Cat Souliere	September 20, 2013
Staff Assistant	Date
Barbara albers	
Barbara Albers	9-24-2013
Executive Director	Date
The Minutes of the Nebraska Equal Opportulate been corrected and accepted, and hence	nity Commission meeting of September 20, 2013 eforth approved on this date.

OCT 1 8 2013

Date